



WBOS Youth Theatre Gender Questioning Policy

1. Safeguarding First

- Youth organisations have a **statutory duty to safeguard all children**. Any decisions regarding gender questioning must prioritise the **wellbeing and safety** of the child and their peers.

2. Parent Involvement

- The Department for Education (DfE) guidance emphasises a “**parent-first**” approach. Parents should be involved in any decisions about social transition (e.g., name changes, pronouns, uniforms), unless doing so would pose a significant risk to the child.

3. Respect and Inclusion

- Youth groups should foster an environment where **all young people feel safe and respected**, regardless of gender identity. This includes:
 - Not assuming gender identity.
 - Using preferred names when appropriate.
 - Maintaining confidentiality unless consent is given to share.

4. Facilities and Activities

- Where possible, provide **gender-neutral options** (e.g., toilets, changing rooms) We recognise that changing facilities can be a sensitive area for gender-questioning young people. Our approach prioritises **privacy, dignity, and safeguarding** for all participants.
- For performances, consider **privacy and dignity** for all participants.
- Avoid placing children in situations that compromise **safety or fairness**, especially in physical activities.
- **1. Private Changing Options**

To The Youth Nothing Is Difficult

- Where possible, we will provide **private changing spaces** (e.g., single-occupancy rooms or curtained areas) for any young person who requests them.
- These options are available to **all participants**, regardless of gender identity, to avoid singling anyone out.
- **2. Gender-Neutral Facilities**
- We aim to offer **gender-neutral changing areas** where feasible, especially during rehearsals, workshops, or performances.
- If gendered changing rooms are used, we will work with the young person and their parents to identify the **safest and most comfortable option**.
- **3. Staff Supervision and Training**
- Staff will be trained to:
 - Respond appropriately to requests for alternative changing arrangements.
 - Maintain confidentiality and respect.
 - Monitor changing areas to ensure safety and prevent bullying or exclusion.
- **4. Case-by-Case Flexibility**
- We understand that each situation is unique. Decisions will be made **case-by-case**, in consultation with the young person, their parents/carers, and safeguarding leads.
-

6. Staff Training and Support

- Ensure staff are trained in **inclusive language, confidentiality, and how to respond to gender questioning**.
- Establish a **clear reporting mechanism** for discrimination or bullying

September 2025

To The Youth Nothing Is Difficult

To The Youth Nothing Is Difficult